

AVIATION PROPONENCY



1983
2004



151A
Conference



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PURPOSE



**Provide a brief overview of Aviation
Proponency, our Mission, Duties and
Responsibilities.**

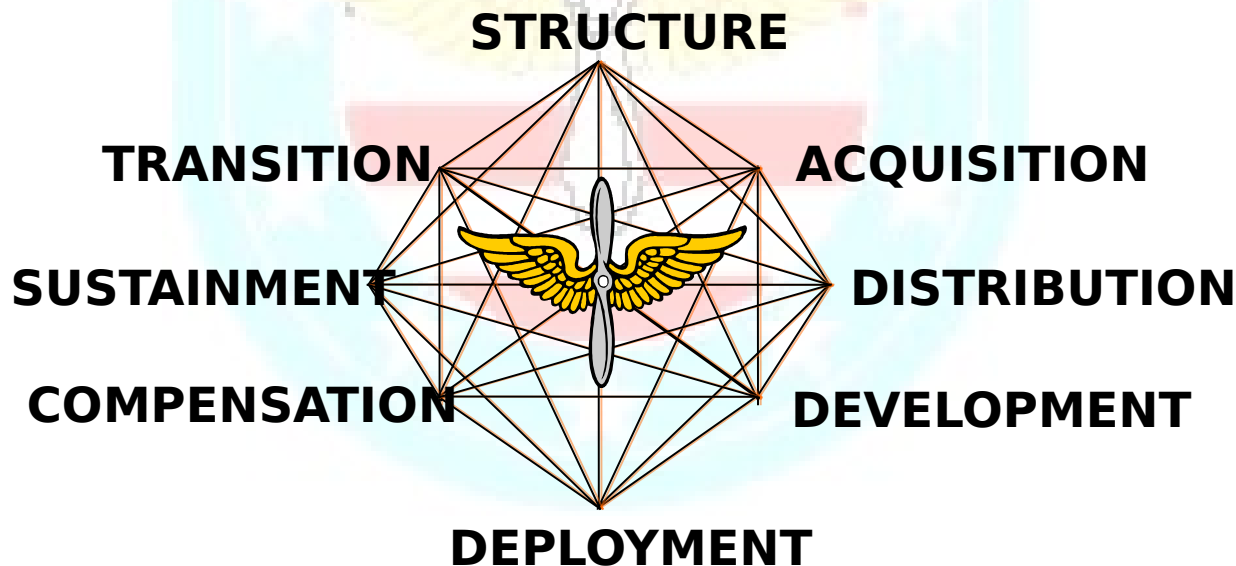


AVIATION PROPONENCY MISSION



Aviation Proponency serves as the futures planning Directorate for developing aviation personnel proponent positions relative to the 8 Life-Cycle Management Functions. Performs liaison between the Aviation Branch, HQDA, TRADOC, other branches, and military services.

8 LIFE CYCLE FUNCTIONS



AP Mission - Summary



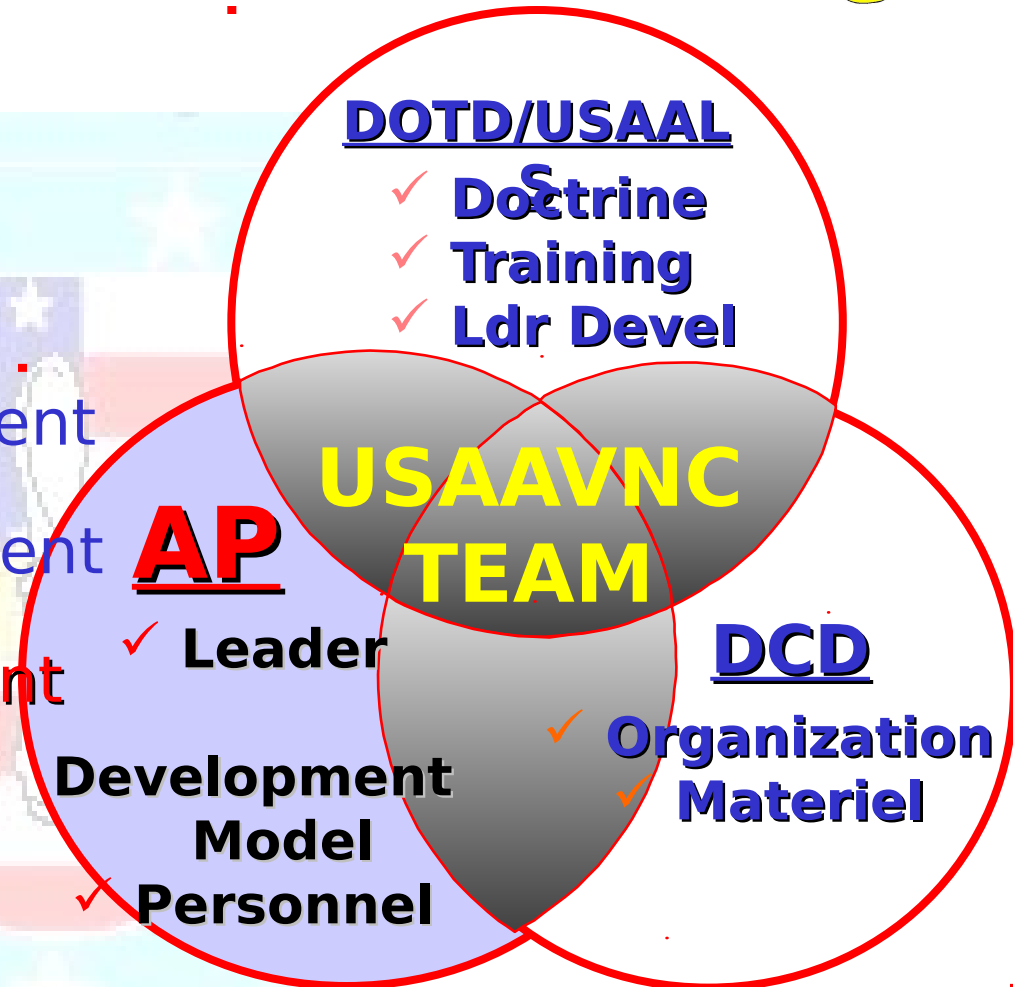
- **Central point for career field development**
- **Identify issues/requirements & provide assistance to improve all aspects of the personnel management system**
- **Long range planner for Aviation personnel**
 - **Structure, Policies, Training, Career Models...**
- **Represent Aviation in DA level studies/actions**
 - **WOMA, ADS XXI, Transformation, ATLDP...**
- **Routine administrative functions...**
 - **Age/AFS Waivers, update regulations, accession criteria, board instructions, constructive credit...**



USAAVNC RELATIONSHIPS



D Doctrine
O Organization
T Training Development
M Materiel Development
L Leader Development
P Personnel
F Facilities



AP BRANCH ORGANIZATION



Director & Branch Proponent

SGM LTC(P) Taliento (MH-6)

SGM Luckie (AH-64)

Ms. Cathy Howell

National Guard

**LTC Layman
(UC-35)**

Assignments

CPT Birdsell (UH-60)

CW5 Middleton (UH-60)

Commissioned

MAJ Phillips (UH-60)

CPT Hasse (UH-60)

AP Technicians

**Mr. Ray Garza
Mr. John Kissel**

Warra

CW4 nt OH-58KW)

CW4 Davis (UH-60)

Enlisted

MSG Elizondo (15P)

SFC Pippin (15C)

SFC Wilgeroth (15Y)

SFC Kiel (15T)

SFC Reidy (15T)



STRUCTURE



Structure describes the personnel proponent dimension of the Army's force development function. Force development defines military capabilities and creates the force structure required to provide those capabilities.

- **Analyze and make recommendations on authorization documents, MTOE's and TDA's through the Military Occupation Classification and Structure (MOSC) Process**
- **Evaluate and recommend proposed changes to MOS', FA's and AOC's**
- **Evaluate and recommend proposed changes to SQL's, SI's and ASI's**

Definition as per AR 600-5



STRUCTURE



TOTAL AVIATION FORCE

ACTIVE

151A

OFFICER 3,783
WARRANT 5,961
ENLISTED 17,213

AUTH 207
O/H 205

RESERVE

OFFICER 408

WARRANT 313
ENLISTED 1,228

NATIONAL GUARD

OFFICER 1,820

WARRANT 3,944
ENLISTED 12,561

TOTAL
46,698



ACQUISITION



Acquisition describes the function of managing the total Army's end-strength. This function ensures that the Army is staffed with the proper number of people in the right grades and skills, and within the manpower budget, to meet the Army's requirements.

- **Develop and forecast manpower requirements for each airframe**
- **Evaluate and recommend waiver requests**
- **Evaluate and recommend recruitment strategies**

Definition as per AR 600-8



ACQUISITION



WAIVERS ~ AVIATION WARRANT OFFICER

FY03 AC IERW APPLICATIONS

IN-SERVICE

SERVICE

PKTS SEL

1,119 521 47%
426 53%

OUT-OF-

PKTS SEL

812

➤ CURRENT USAREC MISSION= 947

➤ 521 IN-SERVICE

➤ 426 OUT-OF-SERVICE

➤ CDRS & SWOs KEY TO QUALITY SELECTION

➤ CMD SUPPORT & RECRUITING EFFORT MUST CONTINUE

FY03 AC IERW WAIVERS

WAIVERS AP APP'D DA APP'D

BRD SEL

251 38

89 Mil

38

40 Civ

18

16

GOAL = 3:1 SELECTION RATIO



151A Aviation Maintenance Technician



Minimum prerequisites

- Be a SGT (E5) or above
- Hold an MOS in CMF 15 (excluding 15P/Q MOS')
- Must have worked five of the last eight years in CMF 15
- Be a BNCOC graduate in a feeder MOS
- At least one year experience as a section chief or have supervisory experience as defined in DA Pam 611-21.
- Supervisory experience must be documented in NCOER's
- Less than 12 years AFS on date that DA form 61 is signed

Preferred qualifications (Minimum plus)

- Two years of college credit at an accredited institution
- Hold an Aircraft and Power Plant (A&P) FAA certificate



DISTRIBUTION



Distribution describes the function of distributing available personnel to units based on the Army's requirements and in accordance with HQDA priorities. It includes the distribution of newly trained soldiers and the redistribution of soldiers who are ready for a new assignment.

- **Evaluate the inventory and recommend adjustments to support authorizations and force structure changes**
- **Assess FA and Officer generalists positions, Warrant Officers additional skills and Enlisted soldiers participating in secondary MOS's**
- **Recommend initiatives to counter adverse impact on personnel serving in SIMOS**

Definition as per AR 600-8



DEVELOPMENT



Development describes the process of developing people mentally, morally and physically. This includes both character and leadership development, education, and training.

- **Evaluate, recommend and make changes to Leader Development Career Models - All Ranks**
- **Validate education requirements of OES, WOES and NCOES in support of each career model**
- **Monitor and analyze promotion rates**
- **Evaluate and recommend changes within career fields to identify required knowledge, skills and abilities by grade**

Definition as per AR 600-8



DEVELOPMENT



FY03 Warrant Officers

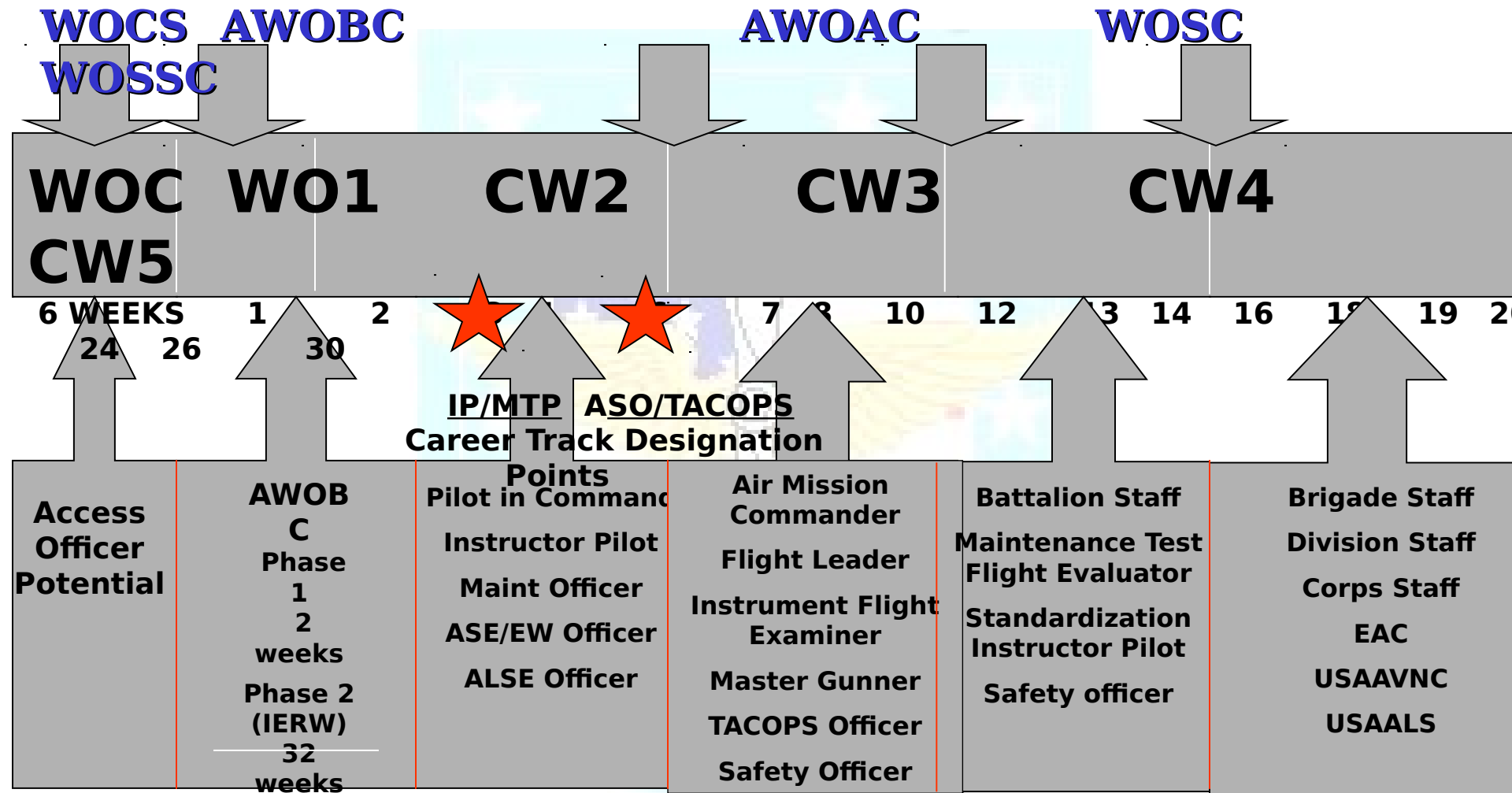
- **WO transition to branch insignia wear - 9 Jul 04**
- **AWOIC (Intermediate Course) development**
- **AWOAC course redevelopment**
- **TIS eligibility to attend AWOAC (Advance Course)**
- **TIS eligibility to attend TACOPS resident course**
- **ASO prerequisite change**
- **151A initiatives: ATWG & TWI (approved May 03)**
- **150A - ATS Technician - potential reinstatement**
- **ALSE MOS initiative - AWO (non-rated) & Enlisted**



DEVELOPMENT



AWO Life-Cycle Management



1A AVIATION MAINTENANCE TECHNICIAN (NON-RATED)

Access Officer Potential	WOBC AVUM	AVUM Company Avn Maint Tech Armament Tech	AVIM Battalion Armament Tech Production Control	AVIM Production Cont Aviation Maint Tech Avn Logistics Tech	Material Mgmt Centers Material Spt Centers Avn Logistics Tech
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DEPLOYMENT



Deployment describes the movement of troops, cargo, weapons systems, or a combination of these elements to a theater of operations using any or all types of transport. It includes mobilization, deployment, redeployment and the evacuation and repatriation of non-combatants.

- **Evaluate and provide recommendations on civilian mobilization planning and management**
- **Evaluate the effects of mobilization on the personnel proponent system**

Definition as per AR 600-8

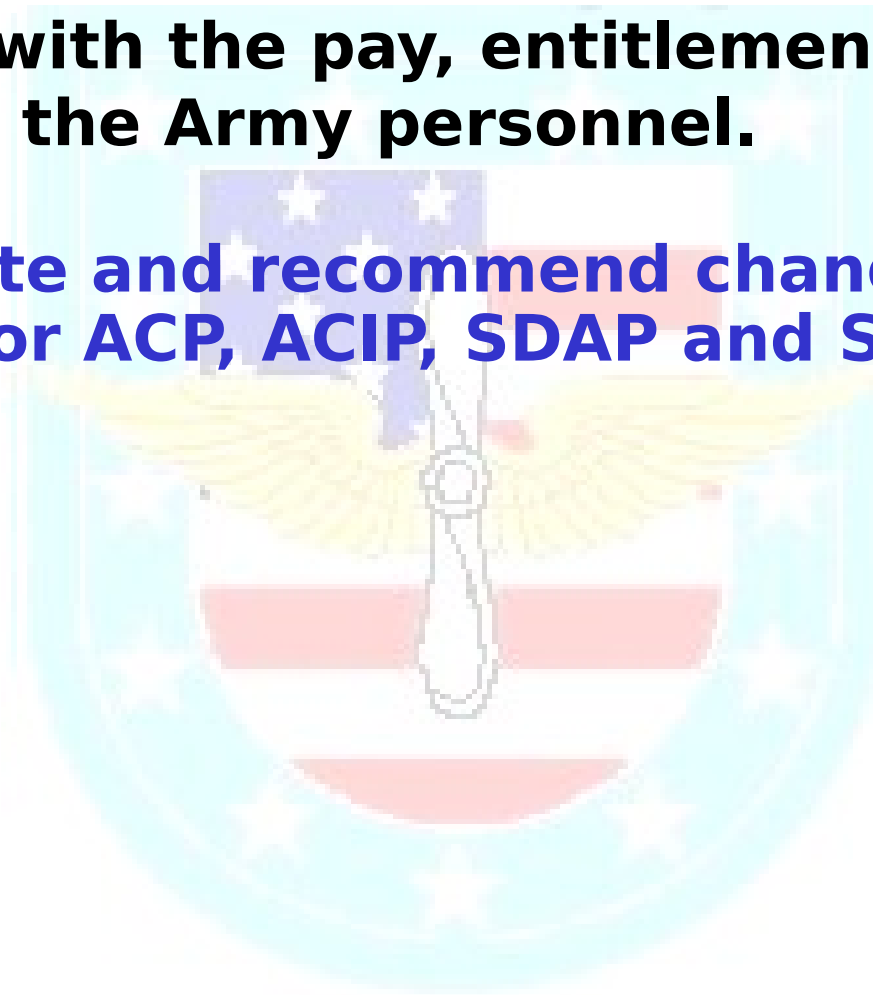


COMPENSATION



Compensation describes all of the functions associated with the pay, entitlements, and benefits for the Army personnel.

- **Evaluate and recommend changes to policies for ACP, ACIP, SDAP and SRB**



Definition as per AR 600-8



SUSTAINMENT



Sustainment describes how the Army attends to the well being of its people .

- **Aviation Battle Book**
- **Centralized Promotion Board Briefing Packets**
- **MOS, SQL, ASI Reviews**
- **Order of Ann Morrow Lindbergh Award**
- **LTG Ellis D. Parker Award**

Definition as per AR 600-8



TRANSITION



Transition describes an integrated function focused on assisting soldiers, Army civilians and their families through changes associated with moving among components and/or to the private sector.

- **Evaluate and recommend separation policy of identified MOS shortages (Stop-Loss/Stop-Move)**
- **Recommend changes of impact of retirement, retention, force reduction and attrition**

Definition as per AR 600-8



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